



## **Labor Management Partnership Council**

**18-22 August 2003**

**Port Hueneme CA**

### **UNION REPRESENTATION**

Nancy Bates, Chief Negotiator  
Paul Almryde  
Mike Lincoln  
Julie Morales  
Bob Smith  
Dave McFerrin  
Rodger Dean  
Dan Ramirez  
Larry White

### **Recorder**

Judy Heintzelman

### **MANAGEMENT REPRESENTATION**

Emily Perry, Chief Negotiator  
Greg Porter  
Richard Kotick  
Lawrence Cooper  
Tom Brennan  
Barbara Nuismer

### **Facilitator**

Kelley Leavens

### **OPENING REMARKS:**

The Facilitator welcomed the Partnership Council and informed the members of a change to the original agenda. The two-day training, Partnership and Interest-Based Negotiations Training, presented by the Civilian Personnel Management Service (CPMS), Field Advisory Services (FAS), Arlington, VA., Labor and Employee Relations Branch representatives had been moved to the Tuesday/Wednesday time period.

The Chief Negotiators, Emily Perry and Nancy Bates also welcomed everyone. Nancy Bates announced she was attending her last LMPC meeting in the capacity as the Union's chief negotiator. As of 29 September 2003, Ms. Bates will assume the OTAG Labor Relations Assistant's position. Emily Perry addressed the council and stated that Nancy will continue to serve the CAARNG mission and will continue to be an extremely valuable asset.

### **PARTNERSHIP AND INTEREST-BASED TRAINING:**

Tom Stevens and Chris Bero, the FAS representatives, were introduced and explained their positions, roles and the services offered by their directorate. As each member of the council introduced themselves, they were asked to state their individual expectations of the upcoming partnership training. The course objectives were outlined and the 2-day training began. The training consisted of:

- Role playing
- Scenarios and actual circumstances were used in the ensuing training
- Elements of success
- Barriers to success
- Partnership lessons learned
- Partnership cycles and their continuation were discussed
- The "who", "what" and the "how" of a partnership agreement were explored

- The council reviewed the definitions of what is the facilitator's role, what does consensus, polling, traditional strategies, traditional assumptions and traditional negotiating elements and traditional outcomes mean in Interest Based Negotiations (IBN)
- Communication, as the key to success, was discussed in detail
- The difference between a "distressed system" and an "effective system" of negotiation was viewed as the "power, rights, and interests" in ascending and descending order; the consequences of each being discussed
- Interest-Based Negotiations" (IBN) strategies, assumptions, negotiating elements and outcomes were emphasized. The "IBN" elements of success as well as barriers to that success were defined.

At this point, the preparation, pre-negotiation meeting and the emphasis on the parties commitment to open and interest-based negotiations lessons began.

- Step 1. Jointly Select and Issue
- Step 2. Discuss Interests
- Step 3. Brainstorm Options to Satisfy Interests to include Brainstorming Tools and Narrowing Down the Options
- Step 4. Develop Standards/Interest-Based Standards
- Step 5. Evaluate Options
- Step 6. Develop a Solution

All of these steps were actually conducted with member participation.

#### **CURRENT COUNCIL BUSINESS:**

By identifying needs and interests of both management and labor, the council was able to staff issues on the various interpretations of the Adjutant General's workplace violence policy. As a result, a new TAAI was drafted and formulated, clarifying the process and procedures for employers and supervisors to take when a violent workplace event transpires. The HRO office will publish the final TAAI clarifying the procedures and steps to take regarding workplace violence issues.

The following working proposals were voted on by the council and staffed accordingly:

**Standardizing Performance Improvement Plans**—insuring a "road map" is created and developed so supervisors and employees know how to use them (**action item 03-02**)

**Developing a Supervisors' informational booklet** for Army and Air Supervisors (**action item 03-03**)  
**Travel Advance Procedures**—reopened for clarification/input from USPFO (monitor)

**Government Travel Card SOP and Training**—accomplished (closed)

**Information Sharing**—insuring LMPC council information is available on the web and distributed through channels (closed)

**(Operating Procedures for Open Forum)** - closed

#### **BIN ITEMS:**

**NGB 904 entries**—standardized usage by supervisors and training during the HRO conducted Supervisors' courses (research)

**Technician Issue of BDU's and Laundering of uniform**—mentioned in the contract (assigned with more research forthcoming)

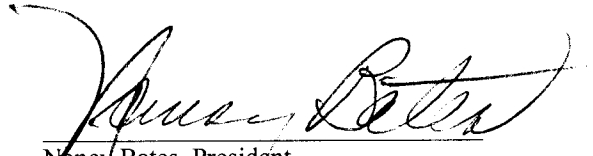
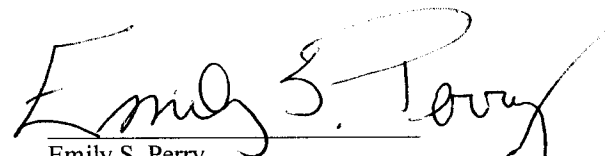
**Timely voucher payments** (monitor)

**QRB meeting**—union/management involvement in representing the interests of affected technicians (monitor)

**ARMY CONTRACT:**

The Army Contract expires in 2004. A letter was drafted and sent to all members of the LMPC as well as to the major Directorates that have technicians asking for input to be submitted to the two Chief Negotiators no later than 7 November 2003.

**Next Meeting:** 17 – 21 November 2003

  
Nancy Bates, President  
Chief Negotiator  
LIUNA, Local 2163  
Emily S. Perry  
LTC, CA ARNG  
Chief Negotiator, Labor Relations